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H. R. 13000

[Report No. 91-582]

IN THE SENATE OF THE UNITED STATES

OCTOBER 16, 1969

Read twice and referred to the Committee on Post Office and Civil Service

DECEMBER 8, 1969

Reported by Mr. McGEE, with amendments

[Strike out all after the enacting clause and insert the part printed in italic]

AN ACT

To implement the Federal employee pay comparability system, to establish a Federal Employee Salary Commission and a Board of Arbitration, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*
3 That this Act may be cited as the "Federal Salary Compara-
4 bility Act of 1969".

5 SEC. 2. Sections 5301 and 5302 of title 5, United States
6 Code, are amended to read as follows:

II

1 **~~§ 5301. Policy~~**

2 ~~"(a) It is the policy of Congress that rates of pay for~~
3 ~~employees within the purview of this section be based on~~
4 ~~the principles that--~~

5 ~~"(1) there be equal pay under each pay system for~~
6 ~~substantially equal work;~~

7 ~~"(2) pay distinctions be maintained in keeping with~~
8 ~~work distinctions; and~~

9 ~~"(3) rates of pay be comparable, on a national basis,~~
10 ~~with private enterprise rates of pay for the same levels~~
11 ~~of work.~~

12 ~~"(b) Rates of pay shall be adjusted annually, in accord-~~
13 ~~ance with the policy set forth in subsection (a) of this section~~
14 ~~and the procedures prescribed by section 5302 of this title,~~
15 ~~for those employees subject to--~~

16 ~~"(1) section 5332 of this title, relating to employees~~
17 ~~under the General Schedule;~~

18 ~~"(2) part 411 of title 39, relating to employees in~~
19 ~~the postal field service;~~

20 ~~"(3) sections 867 and 870 of title 22, relating to~~
21 ~~officers, staff officers, and employees in the Foreign~~
22 ~~Service of the United States; and~~

23 ~~"(4) section 4107 of title 38, relating to physicians,~~
24 ~~dentists, and nurses in the Department of Medicine and~~
25 ~~Surgery, Veterans' Administration.~~

1 ~~“§ 5302. Federal Employee Salary Commission; Federal~~
2 ~~Employee Salary Board of Arbitration~~

3 ~~“(a) There is established, as a permanent agency of~~
4 ~~the Government, a Federal Employee Salary Commission,~~
5 ~~referred to as the ‘Commission’.~~

6 ~~“(b) The Commission shall be composed of 8 members~~
7 ~~and 3 associate members, as follows:~~

8 ~~“(1) the Chairman of the Civil Service Commis-~~
9 ~~sion or, in his absence, his designee, who shall be~~
10 ~~Chairman;~~

11 ~~“(2) 1 designated by the Director of the Bureau~~
12 ~~of the Budget;~~

13 ~~“(3) 1 designated by the Secretary of Defense;~~

14 ~~“(4) 1 designated by the Postmaster General;~~

15 ~~“(5) 1 designated by the organization of em-~~
16 ~~ployees having the largest number of members in the~~
17 ~~General Schedule;~~

18 ~~“(6) 2, one designated by each of the 2 employee~~
19 ~~organizations having the largest number of members in~~
20 ~~the postal field service;~~

21 ~~“(7) 1 designated by an employee organization,~~
22 ~~other than an organization designating a member pur-~~
23 ~~suant to paragraph (5) or (6) of this subsection, se-~~
24 ~~lected each year by the Chairman of the Civil Service~~

1 Commission on a rotating basis after consultation with
2 representatives of such employee organizations as the
3 Chairman determines appropriate; and

4 “~~(8)~~ 3 associate members, one each designated by
5 employee organizations, other than organizations design-
6 ating members pursuant to paragraph ~~(5)~~, ~~(6)~~, or
7 ~~(7)~~ of this subsection, selected each year by the Chair-
8 man of the Civil Service Commission on a rotating basis
9 after consultation with representatives of such employee
10 organizations as the Chairman determines appropriate.

11 A member of the Commission has—

12 “~~(A)~~ 1 vote, if designated under paragraph ~~(2)~~,
13 ~~(3)~~, ~~(4)~~, ~~(5)~~, or ~~(7)~~ of this subsection;

14 “~~(B)~~ one-half vote, if designated under paragraph
15 ~~(6)~~ of this subsection; or

16 “~~(C)~~ 1 vote to be cast only to break a tie vote of
17 the Commission; if serving under paragraph ~~(1)~~ of this
18 subsection.

19 Each associate member of the Commission is entitled to
20 attend all meetings of, consult with, and be heard by, the
21 Commission, on all matters, but does not have a vote.

22 “~~(e)~~ The Commission shall, in accordance with the
23 policy set forth in section 5301~~(n)~~ of this title, after con-
24 sultation with representatives of such agencies and employee
25 organizations as it determines appropriate—

1 ~~“(1)~~ prescribe, and revise from time to time as it
2 deems appropriate, a comparability pay survey—

3 ~~“(A)~~ which will develop valid comparisons
4 of ~~(i)~~ the rates of pay for employees within the
5 purview of section 5301(b) of this title and ~~(ii)~~
6 the rates of pay for the same levels of work in
7 private industry; and

8 ~~“(B)~~ which shall be conducted annually by the
9 Bureau of Labor Statistics in the Department of
10 Labor;

11 ~~“(2)~~ prepare annually a comparative statement of
12 the rates of pay for such employees and the rates of
13 pay for the same levels of work in private industry as
14 disclosed by the comparability pay survey;

15 ~~“(3)~~ determine and prescribe, on the basis of
16 information and data disclosed by the annual compa-
17 rability pay survey, the exact national rates of pay for
18 such employees which are necessary to effect the policy
19 set forth in section 5301(a) of this title;

20 ~~“(4)~~ review, annually, the comparability of the
21 rates of pay and step increase policies within and be-
22 tween the various pay systems for such employes, tak-
23 ing into consideration such matters as the Commission
24 determines have affected or may affect the comparability,
25 including, but not limited to—

(i)

1 ~~“(A) within-grade rates of pay employees are~~
2 receiving due to differing length of service require-
3 ments for step increases, step increases without re-
4 gard to length of service, or different number of
5 within-grade steps;

6 ~~“(B) different rates of pay under the various~~
7 pay systems for the same level of work;

8 ~~“(C) pay distinctions not being maintained in~~
9 keeping with work distinctions, the degree of re-
10 sponsibility placed, the scope and variety of tasks
11 involved, or the extent of decisionmaking authority
12 required; and

13 ~~“(D) premium pay policies; and~~

14 ~~“(E) except as provided in subsection (e) and sub-~~
15 section (g) of this section, prepare and submit annually
16 to the Congress a report setting forth—

17 ~~“(A) the comparison of rates of pay prepared~~
18 pursuant to paragraph (2) of this subsection;

19 ~~“(B) the exact national rates of pay for such~~
20 employees prescribed by the Commission in accord-
21 ance with paragraph (3) of this subsection; and

22 ~~“(C) recommendations for legislation as may~~
23 be necessary to achieve the comparability policy set
24 forth in section 5301(a) of this title or to achieve
25 comparability within and between pay systems for

1 employees within the purview of section 5301(b)-
2 of this title.

3 “(d) (1) In the exercise of the authority and the per-
4 formance of the duties vested in and imposed upon the
5 Commission by this section, the Commission—

6 “(A) shall seek the views, in such manner as the
7 Commission may provide, of such employee organiza-
8 tions as the Commission considers appropriate; and

9 “(B) give thorough consideration to those views.

10 “(2) All decisions of the Commission shall be by a ma-
11 jority vote. The votes shall be recorded. A record shall be
12 maintained of the views, assenting or dissenting, of the
13 members of the Commission. The record of votes and views
14 shall be available for public inspection and copying pur-
15 suant to section 552 of this title.

16 “(c) If a member of the Commission determines, and
17 advises the Commission, that the rates of pay applicable to
18 the appropriate pay system, as the rates are prescribed by
19 the Commission, are not in conformity with the policy set
20 forth in section 5301(a) of this title, the Commission shall
21 submit, not later than February 1 following that determina-
22 tion, the rates of pay to the Board established by subsection
23 (f) of this section for consideration by the Board.

24 “(f) (1) There is established, as a permanent agency
25 of the Government, a Federal Employee Salary Board of

1 Arbitration, referred to as the 'Board', which shall be com-
2 posed of 7 members as follows:

3 “(A) 2 Members of the United States Senate desig-
4 nated by the President pro tempore of the Senate, each
5 from a different political party;

6 “(B) 2 Members of the United States House of
7 Representatives designated by the Speaker of the House,
8 each from a different political party;

9 “(C) 1 designated by the Chairman of the Civil
10 Service Commission;

11 “(D) 1, who may serve not more than 2 consecutive
12 years, designated by a majority vote of the presidents
13 of the four employee organizations which have desig-
14 nated members currently serving on the Commission un-
15 der paragraph (5), (6), or (7) of subsection (b) of
16 this section with each president of the employee organi-
17 zation under paragraph (5) or (7) having one vote
18 and each president of the organizations under paragraph
19 (6) having one-half vote; and

20 “(E) 1 designated by a majority of the members
21 of the Board referred to in paragraphs (A) to (D), in-
22 clusive, of this subsection from the membership of the
23 American Arbitration Association, who shall be Chair-
24 man of the Board.

25 “(2) The Board shall consider the rates of pay sub-

9

1 mitted to it by the Commission pursuant to subsection (e)
 2 of this section and determine whether or not the rates of
 3 pay conform with the policy set forth in section 5301(a)
 4 of this title. If the Board determines that the rates of pay
 5 do not so conform, the Board shall prepare the rates of
 6 pay as will conform with that policy. The Board shall trans-
 7 mit to the Commission not later than the 30th day following
 8 the date the Board received the rates of pay submitted to
 9 it by the Commission, a report setting forth—

10 “(A) the decision of the Board with respect to the
 11 rates of pay submitted by the Commission;

12 “(B) the reasons for the decision of the Board; and

13 “(C) such rates of pay as the Board shall have
 14 determined to be necessary to conform with the policy
 15 set forth in section 5301(a) of this title.

16 The decision of the Board, and such rates of pay as it may
 17 prepare in accordance with this paragraph, shall be final
 18 and conclusive.

19 “(g)(1) Except as provided in paragraph (2) of this
 20 subsection, the Commission shall submit to the Congress
 21 the first report pursuant to paragraph (5) of subsection (e)
 22 of this section, based on the 1969 national survey of pro-
 23 fessional, administrative, technical, and clerical pay, not later
 24 than February 1, 1970, and subsequent reports pursuant

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1 to such paragraph ~~(5)~~ not later than February 1 of each
2 year thereafter.

3 ~~“(2)~~ In the case of the submission of rates of pay by
4 the Commission to the Board pursuant to subsection ~~(e)~~ of
5 this section, the Commission, immediately upon receipt of
6 the final and conclusive decision of the Board, shall submit
7 to the Congress the decision of the Board and such rates of
8 pay as the Board shall have determined to be necessary to
9 conform with the policy set forth in section 5301 ~~(a)~~ of this
10 title.

11 ~~“(h) (1)~~ The rates of pay submitted to the Congress
12 as provided in subsection ~~(e) (4)~~ or subsection ~~(g)~~ of this
13 section shall become effective at the beginning of the first
14 pay period which begins on or after the adoption by both
15 Houses of Congress ~~(within the 60 day period following the~~
16 ~~date on which the rates of pay are submitted to the House~~
17 ~~of Representatives and the Senate)~~, by the yeas and nays
18 of a concurrent resolution stating in effect that the Senate
19 and House of Representatives approve such rates of pay.

20 ~~“(2)~~ For the purposes of paragraph ~~(1)~~ of this sub-
21 section, in the computation of the 60 day period there shall
22 be excluded the days on which either House is not in session
23 because of adjournment of more than 3 days to a day certain
24 or an adjournment of the Congress sine die. The rates of pay
25 submitted to the Congress shall be delivered to both Houses

1 of the Congress on the same day and shall be delivered to
2 the Clerk of the House of Representatives if the House of
3 Representatives is not in session and to the Secretary of the
4 Senate if the Senate is not in session.

5 “(3) (A) The rates of pay of United States attorneys
6 and assistant United States attorneys whose annual salaries
7 are fixed pursuant to section 548 of title 28 shall be in-
8 creased, effective on the first day of the first pay period
9 which begins on or after the date on which increases become
10 effective pursuant to this section, by amounts equal, as
11 nearly as may be practicable, to the increases provided pur-
12 suant to this section for corresponding rates of pay.

13 “(B) Notwithstanding section 665 of title 31, the rates
14 of pay of employees of an Executive agency and of the gov-
15 ernment of the District of Columbia whose rates of pay are
16 fixed by administrative action pursuant to law and are not
17 otherwise increased pursuant to this section are hereby au-
18 thorized to be increased, effective on the first day of the first
19 pay period which begins on or after the date on which in-
20 creases become effective pursuant to this section, by amounts
21 not to exceed the increases provided pursuant to this sec-
22 tion for corresponding rates of pay in the appropriate sched-
23 ule or scale of pay.

24 “(C) This section does not authorize any increase in the
25 rates of pay of employees whose rates of pay are fixed and

1 adjusted from time to time as nearly as is consistent with
2 the public interest in accordance with prevailing rates or
3 practices:

4 ~~"(D)~~ This section does not impair any authority pur-
5 suant to which rates of pay may be fixed by administrative
6 action:

7 ~~"(4)~~ Retroactive pay shall be paid by reason of this
8 section only in the case of an individual in the service of the
9 United States (including service in the armed forces) or the
10 government of the District of Columbia on the day imme-
11 diately following the close of the 60-day period specified in
12 subsection ~~(h)(1)~~ of this section; except that such retro-
13 active pay shall be paid—

14 ~~"(A)~~ to an employee who retired; during the period
15 beginning on the first day of the first pay period which
16 began on or after January 1; and ending on the day
17 immediately following the close of the 60-day period
18 specified in subsection ~~(h)(1)~~ of this section; for serv-
19 ices rendered during that period; and

20 ~~"(B)~~ in accordance with subchapter VIII of chap-
21 ter 55 of this title; relating to settlement of accounts;
22 for services rendered; during the period beginning on the
23 first day of the first pay period which began on or after
24 January 1; and ending on the day immediately follow-
25 ing the close of the 60-day period specified in subsection

1 ~~(h) (1)~~ of this section, by an employee who died dur-
2 ing that period.

3 Such retroactive pay shall not be considered as basic pay for
4 the purposes of subchapter III of chapter 83 of this title, re-
5 lating to civil service retirement, or any other retirement law
6 or retirement system, in the case of any such retired or de-
7 ceased employee.

8 ~~“(5) For the purposes of paragraph (4) of this section,~~
9 service in the armed forces, in the case of an individual re-
10 lieved from training and service in the armed forces or dis-
11 charged from hospitalization following such training and ser-
12 vice, includes the period provided by law for the mandatory
13 restoration of the individual to a position in or under the
14 Government of the United States or the government of the
15 District of Columbia.

16 ~~“(i) Each member and each associate member of the~~
17 Commission and each member of the Board is entitled to
18 travel expenses, including a per diem allowance in accord-
19 ance with section 5703~~(b)~~ of this title. Each such member
20 or associate member who is not a Member of Congress or an
21 employee is entitled to pay at a rate equal to the per diem
22 equivalent of the maximum rate of basic pay of the General
23 Schedule for each day he is engaged in the performance of
24 services for the Commission or the Board, as the case may be,
25 except that the member from the American Arbitration

1 Association may be paid the usual fees prescribed by that
2 Association:

3 ~~"(j) (1)~~ Without regard to the provisions of this title
4 governing appointments in the competitive service and of
5 chapter 51 of this title and subchapter III of this chapter,
6 relating to classification and General Schedule pay rates—

7 ~~"(A)~~ the Commission and the Board each may ap-
8 point an Executive Director and fix his basic pay at the
9 rate provided for level V of the Executive Schedule by
10 section 5316 of this title; and

11 ~~"(B)~~ with the approval of the Commission or the
12 Board, as appropriate, the Executive Director may ap-
13 point and fix the basic pay (at respective rates not in
14 excess of the maximum rate of the General Schedule)
15 of such additional personnel as may be necessary to
16 carry out the functions of the Commission or of the
17 Board, as applicable; and may obtain services of experts
18 or consultants in accordance with section 3109 of this
19 title, but at rates for individuals not to exceed that of
20 General Schedule 18:

21 ~~"(2)~~ Upon the request of the Commission or of the
22 Board, the head of any department, agency, or establishment
23 of any branch of the Government of the United States may
24 detail, on a reimbursable basis, any of the personnel of such
25 department, agency, or establishment to assist the Commis-

15

1 sion or the Board, as appropriate, in carrying out its
2 functions:

3 “(k) The Commission and the Board may use the
4 United States mails in the same manner and upon the same
5 conditions as other departments and agencies of the United
6 States:

7 “(l) The Administrator of the General Services shall
8 provide administrative support services for the Commission
9 and the Board on a reimbursable basis:

10 “(m) The rates of pay that take effect under this sec-
11 tion shall modify, supersede, or render inapplicable, as the
12 case may be, to the extent inconsistent therewith—

13 “(1) all provisions of law enacted prior to the
14 effective date or dates of all or part (as the case may
15 be) of such rates (other than any provision of law
16 enacted in the 60-day period specified in paragraph (1)
17 of subsection (h) of this section with respect to such
18 rates); and

19 “(2) any prior recommendations or adjustments
20 which took effect under this section or prior provisions
21 of law:

22 “(n) The rates of pay that take effect under this section
23 shall be printed in—

24 “(1) the statutes at large in the same volume as
25 public laws;

1 ~~"(2) the Federal Register; and~~

2 ~~"(3) the Code of Federal Regulations.~~

3 ~~"(c) Any increase in rates of pay that takes effect under~~
4 ~~this section is not an equivalent increase in pay within the~~
5 ~~meaning of section 5335 of this title or section 3552 of title~~
6 ~~30.~~

7 ~~"(p) Any rate of pay that takes effect under this section~~
8 ~~shall be initially adjusted, effective on the effective date of~~
9 ~~such rate of pay, under conversion rules prescribed by the~~
10 ~~President or by such agency as the President may designate.~~

11 ~~"(q)(1) The rates of pay of personnel subject to sec-~~
12 ~~tions 210 and 214 of the Federal Salary Act of 1967 (81~~
13 ~~Stat. 633, 635; Public Law 90-206), relating to Agricul-~~
14 ~~tural Stabilization and Conservation County Committee em-~~
15 ~~ployees and to certain employees of the legislative branch~~
16 ~~of the Government, respectively, and any minimum or max-~~
17 ~~imum rate, limitation, or allowance applicable to any such~~
18 ~~personnel, shall be adjusted, effective on the first day of the~~
19 ~~first pay period which begins on or after the date on which~~
20 ~~adjustments become effective under this section, by amounts~~
21 ~~which are identical, insofar as practicable, to the amounts~~
22 ~~of the adjustments under this section for corresponding rates~~
23 ~~of pay for employees subject to the General Schedule, by~~
24 ~~the following authorities—~~

25 ~~"(A) the Secretary of Agriculture, with respect to~~

1 individuals employed by the county committees estab-
2 lished under section 590h(b) of title 16;

3 “(B) the Financial Clerk of the Senate, with re-
4 spect to the United States Senate;

5 “(C) the Finance Clerk of the House of Repre-
6 sentatives, with respect to the United States House of
7 Representatives; and

8 “(D) the Architect of the Capitol, with respect to
9 the Office of the Architect of the Capitol.

10 The provisions of this section shall not be construed to
11 allow adjustments in the rates of pay of the following officers
12 of the United States House of Representatives: Parliamen-
13 tarian, Chaplain, Clerk, Minority Clerk, Sergeant at Arms,
14 Minority Sergeant at Arms, Doorkeeper, Minority Door-
15 keeper, Postmaster, Minority Postmaster.

16 “(2) Notwithstanding section 665 of title 31, the rates
17 of pay of employees in and under the judicial branch of the
18 Government, whose rates of pay are fixed by administrative
19 action pursuant to law and are not otherwise adjusted under
20 this section may be adjusted, effective on the first day of the
21 first pay period which begins on or after the date on which
22 adjustments become effective under this section, by amounts
23 not to exceed the amounts of the adjustments under this sec-
24 tion for corresponding rates of pay. The limitations fixed by

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1 law with respect to the aggregate salaries payable to secre-
2 taries and law clerks of circuit and district judges shall be
3 adjusted, effective on the first day of the first pay period
4 which begins on or after the date on which adjustments be-
5 come effective under this section, by amounts not to exceed
6 the amounts of the adjustments under this section for cor-
7 responding rates of pay."

8 SEC. 3. The table of contents of subchapter I of chap-
9 ter 53 of title 5, United States Code, is amended by striking
10 out—

 "5302. Annual reports on pay comparability."

11 and inserting in lieu thereof—

 "5302. Federal Employee Salary Commission; Federal Employee Salary
 Board of Arbitration."

12 SEC. 4. Section 3552(a) of title 39, United States Code,
13 is amended to read as follows:

14 "~~(a)~~(1) Each employee subject to the Postal Field
15 Service Schedule and each employee subject to the Rural
16 Carrier Schedule who has not reached the highest step for
17 his position shall be advanced successively to the next higher
18 step as follows:

19 "~~(A)~~ to steps 2, 3, 4, 5, 6, and 7—at the begin-
20 ning of the first pay period following the completion of
21 26 calendar weeks of satisfactory service; and

22 "~~(B)~~ to steps 8 and above—at the beginning of the

1 first pay period following the completion of 52 calendar
2 weeks of satisfactory service.

3 ~~“(2) The receipt of an equivalent increase during any~~
4 ~~of the waiting periods specified in this subsection shall cause~~
5 ~~a new full waiting period to commence for further step~~
6 ~~increases.~~

7 ~~“(3) An employee subject to the Postal Field Service~~
8 ~~Schedule who returns to a position he formerly occupied at~~
9 ~~a lower level may, at his request, have his waiting periods~~
10 ~~adjusted, at the time of his return to the lower level, as if~~
11 ~~his service had been continuous in the lower level.”.~~

12 ~~SEC. 5. (a) Each employee in levels 1 through 11 of~~
13 ~~the Postal Field Service Schedule and each employee sub-~~
14 ~~ject to the Rural Carrier Schedule—~~

15 ~~(1) who is in a step below the 2 top steps of his~~
16 ~~level shall be advanced 2 steps; or~~

17 ~~(2) who is in either of the 2 top steps of his level~~
18 ~~shall receive basic compensation at a rate equal to his~~
19 ~~rate of basic compensation in effect immediately prior~~
20 ~~to the effective date of this subsection plus the amount~~
21 ~~of 2 step increases of his level.~~

22 ~~Changes in levels or steps which would otherwise occur~~
23 ~~on the effective date of this subsection without regard to the~~
24 ~~enactment of this subsection shall be deemed to have occurred~~

1 prior to adjustments under this subsection. Each such em-
2 ployee who receives an adjustment under this subsection shall
3 commence a new full waiting period, for further step in-
4 crease purposes under section 3552(a) of title 39, United
5 States Code, on the first day of the first pay period which
6 begins on or after July 4, 1970, and service by such an
7 employee on or after the effective date of this section and
8 prior to the beginning of such pay period in July 1970 shall
9 not be credited for such step increase purposes.

10 (b) For the purposes of the initial application of sec-
11 tion 3552(a) of title 39, United States Code, as amended
12 by section 4 of this Act, credit for satisfactory service per-
13 formed by an employee in levels 12 or above of the Postal
14 Field Service Schedule since his last step increase prior to
15 the effective date of section 4 of this Act, shall be granted in
16 an amount not in excess of the amount of service required for
17 a one step increase applicable to the step category of the
18 employee.

19 (c) The Postmaster General shall advance each em-
20 ployee in level 12 or above of the Postal Field Service
21 Schedule --

22 (1) who was in level 12 or above on the effective
23 date of this section and who did not receive a two-step
24 increase pursuant to this section;

25 (2) who is senior with respect to total postal service

1 to an employee in the same post office ~~(A)~~ who received
2 a two-step increase pursuant to this section and ~~(B)~~ who
3 is promoted to the same level on or after the effective
4 date of this section; and

5 ~~(3)~~ who is in a step in the same level below the
6 step of the junior employee described in clauses ~~(A)~~ and
7 ~~(B)~~ of subparagraph ~~(2)~~ of this subsection.

8 Such advancement by the Postmaster General shall be to the
9 highest step which is held by any such junior employee. Any
10 increase under the provisions of this subsection is not an
11 equivalent increase within the meaning of section 3552 of
12 title 39, United States Code. Credit earned prior to advance-
13 ment under this subsection for advancement to the next step
14 shall be retained for step increase purposes under such sec-
15 tion 3552.

16 SEC. 6. Section 5545(c)(2) of title 5, United States
17 Code, is amended to read as follows:

18 “~~(2)~~ an employee in a position in which the hours
19 of duty cannot be controlled administratively, and which
20 requires substantial amounts of irregular, unscheduled,
21 overtime duty with the employee generally being respon-
22 sible for recognizing, without supervision, circumstances
23 which require him to remain on duty, shall receive pre-
24 mium pay for this duty on an annual basis instead of

1 premium pay provided by other provisions of this sub-
2 chapter, except for regularly scheduled overtime, night,
3 and Sunday duty, and for holiday duty. Premium pay
4 under this paragraph is determined as an appropriate
5 percentage, not less than 40 per centum nor more than
6 25 per centum, of such part of the rate of basic pay for
7 the position as does not exceed the minimum rate of
8 basic pay for GS-10, by taking into consideration the
9 frequency and duration of irregular unscheduled over-
10 time duty required in the position."

11 SEC. 7. (a) Section 5942 of title 5, United States Code,
12 is amended to read as follows:

13 **"§ 5942. Allowance based on duty at remote worksites**

14 "Notwithstanding section 5536 of this title, an employee
15 of an Executive department or independent establishment
16 who is assigned to duty, except temporary duty, at a site so
17 remote from the nearest established communities or suitable
18 places of residence as to require an appreciable amount of
19 expense, hardship, and inconvenience on the part of the em-
20 ployee in commuting to and from his residence and such
21 worksite is entitled, in addition to pay otherwise due him, to
22 an allowance of not to exceed \$10 a day. The allowance shall
23 be paid under regulations prescribed by the President estab-
24 lishing the rates at which the allowance will be paid and de-

1 fining and designating those sites, areas, and groups of posi-
2 tions to which the rates apply.”.

3 ~~(b)~~ Notwithstanding section 5536 of title 5, United
4 States Code, and the amendment made by subsection ~~(a)~~
5 of this section, and until the effective date of regulations
6 prescribed by the President under such amendment—

7 ~~(1)~~ allowances may be paid to employees under
8 section 5942 of title 5, United States Code, and the
9 regulations prescribed by the President under such sec-
10 tion, as in effect immediately prior to the effective date
11 of this section; and

12 ~~(2)~~ such regulations may be amended or revoked
13 in accordance with such section 5942 as in effect im-
14 mediately prior to the effective date of this section.

15 ~~(c)~~ The table of contents of subchapter IV of chapter
16 59 of title 5, United States Code, is amended by striking
17 out—

“5942. Allowance based on duty on California offshore islands or at
Nevada Test Site.”

18 and inserting in lieu thereof—

“5942. Allowance based on duty at remote worksites.”.

19 SEC. 8. ~~(a)~~ Subchapter IV of chapter 59 of title 5,
20 United States Code, is amended by adding at the end thereof
21 the following new section:

22 “§ 5947. Quarters, subsistence, and allowances for em-

1 **employees of the Corps of Engineers, Department**
2 **of the Army, engaged in floating plant opera-**
3 **tions**

4 “(a) An employee of the Corps of Engineers, Depart-
5 ment of the Army, engaged in floating plant operations may
6 be furnished quarters or subsistence, or both, on vessels,
7 without charge, when the furnishing of the quarters or sub-
8 sistence, or both, is determined to be equitable to the em-
9 ployee concerned, and necessary in the public interest, in
10 connection with such operations.

11 “(b) Notwithstanding section 5536 of this title, an
12 employee entitled to the benefits of subsection (a) of this
13 section while on a vessel, may be paid, in place of these
14 benefits, an allowance for quarters or subsistence, or both,
15 when—

16 “(1) adverse weather conditions or similar cir-
17 cumstances beyond the control of the employee or the
18 Corps of Engineers prevent transportation of the em-
19 ployee from shore to the vessel; or

20 “(2) quarters or subsistence, or both, are not
21 available on the vessel while it is undergoing repairs.

22 “(c) The quarters or subsistence, or both, or allowance
23 in place thereof, may be furnished or paid only under

1 regulations prescribed by the Secretary of the Army.”.

2 ~~(b)~~ The table of sections of subchapter IV of chapter 59
3 of title 5, United States Code, is amended by adding—

“5947. Quarters subsistence, and allowances for employees of the Corps
of Engineers, Department of the Army, engaged in floating
plant operations.”

4 immediately below—

“5946. Membership fees; expenses of attendance at meetings; limita-
tions.”.

5 ~~(c)~~ The Act entitled “An Act to authorize the furnish-
6 ing of subsistence and quarters without charge to employees
7 of the Corps of Engineers engaged on floating plant opera-
8 tions”, approved May 13, 1955 (69 Stat. 48; Public Law
9 35, Eighty-fourth Congress) is repealed.

10 SEC. 9. ~~(a)~~ This section, the first section, and sections
11 2 and 3 of this Act shall become effective on the date of
12 enactment of this Act.

13 ~~(b)~~ Sections 5, 6, 7, and 8 of this Act shall become
14 effective on the first day of the first pay period which begins
15 on or after October 1, 1969.

16 ~~(c)~~ Section 4 of this Act shall become effective on the
17 first day of the first pay period which begins on or after
18 July 1, 1970.

19 *That this Act may be cited as the “Federal Salary Act of*
20 *1969”.*

26

1 *SEC. 2. (a) The General Schedule contained in section*
 2 *5332(a) of title 5, United States Code, is amended to read*
 3 *as follows:*

"GENERAL SCHEDULE

Grade	Annual rates and steps									
	1	2	3	4	5	6	7	8	9	10
GS-1.....	\$4,045	\$4,180	\$4,315	\$4,450	\$4,585	\$4,720	\$4,855	\$4,990	\$5,125	\$5,260
GS-2.....	4,534	4,685	4,830	4,987	5,138	5,289	5,440	5,591	5,742	5,893
GS-3.....	5,116	5,285	5,455	5,625	5,795	5,965	6,135	6,305	6,475	6,645
GS-4.....	5,744	5,935	6,120	6,317	6,508	6,699	6,890	7,081	7,272	7,463
GS-5.....	6,484	6,698	6,912	7,096	7,280	7,464	7,648	7,832	8,016	8,200
GS-6.....	7,166	7,394	7,622	7,850	8,078	8,306	8,534	8,762	8,990	9,218
GS-7.....	7,945	8,210	8,475	8,740	9,005	9,270	9,535	9,800	10,065	10,330
GS-8.....	8,788	9,081	9,374	9,667	9,960	10,253	10,546	10,839	11,132	11,425
GS-9.....	9,694	10,017	10,340	10,663	10,986	11,309	11,632	11,955	12,278	12,601
GS-10.....	10,660	11,012	11,364	11,716	12,068	12,420	12,772	13,124	13,476	13,828
GS-11.....	11,698	12,085	12,472	12,859	13,246	13,633	14,020	14,407	14,794	15,181
GS-12.....	12,809	13,230	13,651	14,072	14,493	14,914	15,335	15,756	16,177	16,598
GS-13.....	14,005	14,470	14,935	15,400	15,865	16,330	16,795	17,260	17,725	18,190
GS-14.....	15,285	15,795	16,305	16,815	17,325	17,835	18,345	18,855	19,365	19,875
GS-15.....	16,645	17,205	17,765	18,325	18,885	19,445	20,005	20,565	21,125	21,685
GS-16.....	18,095	18,705	19,315	19,925	20,535	21,145	21,755	22,365	22,975	23,585
GS-17.....	19,645	20,315	20,985	21,655	22,325	22,995	23,665	24,335	25,005	25,675
GS-18.....	21,295	22,015	22,735	23,455	24,175	24,895	25,615	26,335	27,055	27,775

4 *(b) Except as provided in section 5303 of title 5,*
 5 *United States Code, the rates of basic pay of officers and*
 6 *employees to whom the General Schedule set forth in the*
 7 *amendment made by subsection (a) of this section applies*
 8 *shall be initially adjusted, as of the effective date of this*
 9 *section, as follows:*

10 *(1) If the officer or employee is receiving basic*
 11 *pay immediately prior to the effective date of this sec-*
 12 *tion at one of the rates of a grade in the General Sched-*
 13 *ule, he shall receive a rate of basic pay at the corre-*
 14 *sponding rate in effect on and after such date.*

15 *(2) If the officer or employee is receiving basic pay*
 16 *immediately prior to the effective date of this section at a*
 17 *rate between two rates of a grade in the General Sched-*
 18 *ule, he shall receive a rate of basic pay at the higher of*

1 *the two corresponding rates in effect on and after such*
2 *date.*

3 *(3) If the officer or employee is receiving basic pay*
4 *immediately prior to the effective date of this section at*
5 *a rate in excess of the maximum rate for his grade, he*
6 *shall receive his existing rate of basic pay increased by*
7 *the amount of increase made by this section in the maxi-*
8 *mum rate for his grade.*

9 *(4) If the officer or employee, immediately prior*
10 *to the effective date of this section, is receiving, pursuant*
11 *to section 2(b)(4) of the Federal Employees Salary*
12 *Increase Act of 1955, an existing aggregate rate of pay*
13 *determined under section 208(b) of the Act of Septem-*
14 *ber 1, 1954 (68 Stat. 1111), plus subsequent increases*
15 *authorized by law, he shall receive an aggregate rate of*
16 *pay equal to the sum of his existing aggregate rate of*
17 *pay on the day preceding the effective date of this sec-*
18 *tion, plus the amount of increase made by this section in*
19 *the maximum rate of his grade, until (A) he leaves his*
20 *position, or (B) he is entitled to receive aggregate pay*
21 *at a higher rate by reason of the operation of this Act or*
22 *any other provision of law. When such position be-*
23 *comes vacant, the aggregate rate of pay of any subse-*
24 *quent appointee thereto shall be fixed in accordance with*

1 applicable provisions of law. Subject to clauses (A) and
 2 (B) of the immediately preceding sentence of this sub-
 3 paragraph, the amount of the increase provided by this
 4 section shall be held and considered for the purposes of
 5 section 208(b) of the Act of September 1, 1954, to
 6 constitute a part of the existing rate of pay of the
 7 employee.

8 SEC. 3. (a) Section 3542(a) of title 39, United States
 9 Code, is amended to read as follows:

10 "(a) There is established a basic compensation schedule
 11 for positions in the postal field service which shall be known
 12 as the Postal Field Service Schedule and for which the sym-
 13 bol shall be 'PFS'. Except as provided in sections 3543 and
 14 3544 of this title, basic compensation shall be paid to all
 15 employees in accordance with such schedule.

"POSTAL FIELD SERVICE SCHEDULE"

"PFS	1	2	3	4	5	6	7	8	9	10	11	12
"1	\$4,709	\$4,800	\$5,017	\$5,174	\$5,381	\$5,488	\$5,645	\$5,802	\$5,959	\$6,116	\$6,273	\$6,430
2	5,084	5,264	5,424	5,594	5,764	5,894	6,104	6,274	6,444	6,614	6,784	6,954
3	5,459	5,641	5,804	5,977	6,150	6,280	6,596	6,776	6,956	7,145	7,328	7,511
4	5,834	6,017	6,199	6,382	6,565	6,735	7,131	7,329	7,527	7,725	7,923	8,121
5	6,209	6,392	6,575	6,758	6,941	7,124	7,708	7,928	8,156	8,380	8,604	8,778
6	6,584	6,767	6,950	7,133	7,316	7,499	8,261	8,498	8,736	8,959	9,228	9,494
7	6,959	7,142	7,325	7,508	7,691	7,874	8,900	9,160	9,420	9,783	10,014	10,265
8	7,334	7,517	7,700	7,883	8,066	8,249	9,457	9,737	10,007	10,277	10,547	10,817
9	7,709	7,892	8,075	8,258	8,441	8,624	10,033	10,328	10,617	11,108	11,301	11,501
10	8,084	8,267	8,450	8,633	8,816	9,000	10,411	10,714	11,011	11,268	11,521	11,774
11	8,459	8,642	8,825	9,008	9,191	9,374	10,785	11,098	11,409	11,655	11,902	12,149
12	8,834	9,017	9,200	9,383	9,566	9,749	11,160	11,473	11,784	12,087	12,390	12,693
13	9,209	9,392	9,575	9,758	9,941	10,124	11,535	11,848	12,161	12,464	12,767	13,070
14	9,584	9,767	9,950	10,133	10,316	10,499	11,910	12,223	12,536	12,839	13,142	13,445
15	9,959	10,142	10,325	10,508	10,691	10,874	12,285	12,598	12,911	13,214	13,517	13,820
16	10,334	10,517	10,700	10,883	11,066	11,249	12,660	12,973	13,286	13,589	13,892	14,195
17	10,709	10,892	11,075	11,258	11,441	11,624	13,035	13,348	13,661	13,964	14,267	14,570
18	11,084	11,267	11,450	11,633	11,816	12,000	13,411	13,724	14,037	14,340	14,643	14,946
19	11,459	11,642	11,825	12,008	12,191	12,374	13,785	14,098	14,411	14,714	15,017	15,320
20	11,834	12,017	12,200	12,383	12,566	12,749	14,160	14,473	14,786	15,089	15,392	15,695
21	12,209	12,392	12,575	12,758	12,941	13,124	14,535	14,848	15,161	15,464	15,767	16,070
22	12,584	12,767	12,950	13,133	13,316	13,499	14,910	15,223	15,536	15,839	16,142	16,445
23	12,959	13,142	13,325	13,508	13,691	13,874	15,285	15,598	15,911	16,214	16,517	16,820
24	13,334	13,517	13,700	13,883	14,066	14,249	15,660	15,973	16,286	16,589	16,892	17,195
25	13,709	13,892	14,075	14,258	14,441	14,624	16,035	16,348	16,661	16,964	17,267	17,570
26	14,084	14,267	14,450	14,633	14,816	15,000	16,411	16,724	17,037	17,340	17,643	17,946
27	14,459	14,642	14,825	15,008	15,191	15,374	16,785	17,098	17,411	17,714	18,017	18,320
28	14,834	15,017	15,200	15,383	15,566	15,749	17,160	17,473	17,786	18,089	18,392	18,695
29	15,209	15,392	15,575	15,758	15,941	16,124	17,535	17,848	18,161	18,464	18,767	19,070
30	15,584	15,767	15,950	16,133	16,316	16,499	17,910	18,223	18,536	18,839	19,142	19,445
31	15,959	16,142	16,325	16,508	16,691	16,874	18,285	18,598	18,911	19,214	19,517	19,820
32	16,334	16,517	16,700	16,883	17,066	17,249	18,660	18,973	19,286	19,589	19,892	20,195
33	16,709	16,892	17,075	17,258	17,441	17,624	19,035	19,348	19,661	19,964	20,267	20,570
34	17,084	17,267	17,450	17,633	17,816	18,000	19,411	19,724	20,037	20,340	20,643	20,946
35	17,459	17,642	17,825	18,008	18,191	18,374	19,785	20,098	20,411	20,714	21,017	21,320
36	17,834	18,017	18,200	18,383	18,566	18,749	20,160	20,473	20,786	21,089	21,392	21,695
37	18,209	18,392	18,575	18,758	18,941	19,124	20,535	20,848	21,161	21,464	21,767	22,070
38	18,584	18,767	18,950	19,133	19,316	19,499	20,910	21,223	21,536	21,839	22,142	22,445
39	18,959	19,142	19,325	19,508	19,691	19,874	21,285	21,598	21,911	22,214	22,517	22,820
40	19,334	19,517	19,700	19,883	20,066	20,249	21,660	21,973	22,286	22,589	22,892	23,195
41	19,709	19,892	20,075	20,258	20,441	20,624	22,035	22,348	22,661	22,964	23,267	23,570
42	20,084	20,267	20,450	20,633	20,816	21,000	22,411	22,724	23,037	23,340	23,643	23,946
43	20,459	20,642	20,825	21,008	21,191	21,374	22,785	23,098	23,411	23,714	24,017	24,320
44	20,834	21,017	21,200	21,383	21,566	21,749	23,160	23,473	23,786	24,089	24,392	24,695
45	21,209	21,392	21,575	21,758	21,941	22,124	23,535	23,848	24,161	24,464	24,767	25,070
46	21,584	21,767	21,950	22,133	22,316	22,499	23,910	24,223	24,536	24,839	25,142	25,445
47	21,959	22,142	22,325	22,508	22,691	22,874	24,285	24,598	24,911	25,214	25,517	25,820
48	22,334	22,517	22,700	22,883	23,066	23,249	24,660	24,973	25,286	25,589	25,892	26,195
49	22,709	22,892	23,075	23,258	23,441	23,624	25,035	25,348	25,661	25,964	26,267	26,570
50	23,084	23,267	23,450	23,633	23,816	24,000	25,411	25,724	26,037	26,340	26,643	26,946
51	23,459	23,642	23,825	24,008	24,191	24,374	25,785	26,098	26,411	26,714	27,017	27,320
52	23,834	24,017	24,200	24,383	24,566	24,749	26,160	26,473	26,786	27,089	27,392	27,695
53	24,209	24,392	24,575	24,758	24,941	25,124	26,535	26,848	27,161	27,464	27,767	28,070
54	24,584	24,767	24,950	25,133	25,316	25,499	26,910	27,223	27,536	27,839	28,142	28,445
55	24,959	25,142	25,325	25,508	25,691	25,874	27,285	27,598	27,911	28,214	28,517	28,820
56	25,334	25,517	25,700	25,883	26,066	26,249	27,660	27,973	28,286	28,589	28,892	29,195
57	25,709	25,892	26,075	26,258	26,441	26,624	28,035	28,348	28,661	28,964	29,267	29,570
58	26,084	26,267	26,450	26,633	26,816	27,000	28,411	28,724	29,037	29,340	29,643	29,946
59	26,459	26,642	26,825	27,008	27,191	27,374	28,785	29,098	29,411	29,714	30,017	30,320
60	26,834	27,017	27,200	27,383	27,566	27,749	29,160	29,473	29,786	30,089	30,392	30,695
61	27,209	27,392	27,575	27,758	27,941	28,124	29,535	29,848	30,161	30,464	30,767	31,070
62	27,584	27,767	27,950	28,133	28,316	28,499	29,910	30,223	30,536	30,839	31,142	31,445
63	27,959	28,142	28,325	28,508	28,691	28,874	30,285	30,598	30,911	31,214	31,517	31,820
64	28,334	28,517	28,700	28,883	29,066	29,249	30,660	30,973	31,286	31,589	31,892	32,195
65	28,709	28,892	29,075	29,258	29,441	29,624	31,035	31,348	31,661	31,964	32,267	32,570
66	29,084	29,267	29,450	29,633	29,816	30,000	31,411	31,724	32,037	32,340	32,643	32,946
67	29,459	29,642	29,825	30,008	30,191	30,374	31,785	32,098	32,411	32,714	33,017	33,320
68	29,834	30,017	30,200	30,383	30,566	30,749	32,160	32,473	32,786	33,089	33,392	33,695
69	30,209	30,392	30,575	30,758	30,941	31,124	32,535	32,848	33,161	33,464	33,767	34,070
70	30,584	30,767	30,950	31,133	31,316	31,499	32,910	33,223	33,536	33,839	34,142	34,445
71	30,959	31,142	31,325	31,508	31,691	31,874	33,285	33,598	33,911	34,214	34,517	34,820
72	31,334	31,517	31,700	31,883	32,066	32,249	33,660	33,973	34,286	34,589	34,892	35,195
73	31,709	31,892	32,075	32,258	32,441	32,624	34,035	34,348	34,661	34,964	35,267	35,570
74	32,084	32,267	32,450	32,633	32,816	33,000	34,411	34,724	35,037	35,340	35,643	35,946
75	32,459	32,642	32,825	33,008	33,191	33,374	34,785	35,098	35,411	35,714	36,017	36,320
76	32,834	33,017	33,200	33,383	33,566	33,749	35,160	35,473	35,786	36,089	36,392	36,695
77	33,209	33,392	33,575	33,758	33,941	34,124	35,535	35,848	36,161	36,464	36,767	37,070
78	33,584	33,767	33,950	34,133	34,316	34,499	35,910	36,223	36,536	36,839	37,142	37,445
79	33,959	34,142	34,325	34,508	34,691	34,874	36,285	36,598	36,911	37,214	37,517	37,820
80	34,334	34,517	34,700	34,883	35,066	35,249	36,660	36,973	37,286	37,589	37,892	38,195
81	34,709	34,892	35,075	35,258	35,441	35,624	37,035	37,348	37,661	37,964	38,267	38,570
82	35,084	35,267	35,450	35,633	35,816	36,000	37,411	37,724	38,037	38,340	38,643	38,946
83	35,459	35,642	35,825	36,008	36,191	36,374	37,785	38,098	38,411	38,714	39,017	39,320
84	35,834	36,017	36,200	36,383	36,566	36,749	38,160	38,473	38,786	39,089	39,392	39,695
85	36,209	36,392	36,575	36,758	36,941	37,124	38,535	38,848	39,161	39,464	39,767	40,070
86	36,584	36,767	36,950	37,133	37,316	37,499	38,910	39,223	39,536	39,839	40,142	40,445
87	36,959	37,142	37,									

1 *ule which shall be known as the Rural Carrier Schedule*
 2 *and for which the symbol shall be 'RCS'. Compensation shall*
 3 *be paid to rural carriers in accordance with such schedule.*

"RURAL CARRIER SCHEDULE"

	"Per annum rates and steps"											
	1	2	3	4	5	6	7	8	9	10	11	12
<i>Fixed compensation</i> -----	<i>\$2,914</i>	<i>\$3,068</i>	<i>\$3,222</i>	<i>\$3,376</i>	<i>\$3,530</i>	<i>\$3,684</i>	<i>\$3,838</i>	<i>\$3,992</i>	<i>\$4,146</i>	<i>\$4,300</i>	<i>\$4,454</i>	<i>\$4,608</i>
<i>For each mile up to 30 miles of</i>												
<i>route</i> -----	<i>107</i>	<i>109</i>	<i>111</i>	<i>113</i>	<i>115</i>	<i>117</i>	<i>119</i>	<i>121</i>	<i>123</i>	<i>125</i>	<i>127</i>	<i>129</i>
<i>For each mile of route over 30---</i>	<i>25</i>	<i>25</i>	<i>25</i>	<i>25</i>	<i>25</i>	<i>25</i>	<i>25</i>	<i>25</i>	<i>25</i>	<i>25</i>	<i>25</i>	<i>25</i>

4 *(c) The basic compensation of each officer and employee*
 5 *subject to the Postal Field Service Schedule or the Rural*
 6 *Carrier Schedule immediately prior to the effective date of*
 7 *this section shall be determined as follows:*

8 *(1) Each officer and employee subject to the Postal*
 9 *Field Service Schedule shall be assigned to the same*
 10 *numerical step for his position which he had attained*
 11 *immediately prior to such effective date.*

12 *(2) Each officer and employee subject to the Rural*
 13 *Carrier Schedule shall be assigned to the same numerical*
 14 *step for his position which he had attained immediately*
 15 *prior to such effective date.*

16 *(3) If changes in levels or steps would otherwise*
 17 *occur on such effective date without regard to enactment*
 18 *of this Act, such changes shall be deemed to have oc-*
 19 *curred prior to conversion.*

20 *(4) If the officer or employee is receiving basic*
 21 *compensation immediately prior to such effective date at*

1 *a rate between two steps of a grade in either such sched-*
2 *ule, whichever is applicable, he shall receive a rate of*
3 *basic compensation at the higher of the two corresponding*
4 *steps in effect on and after such date.*

5 *(5) If the officer or employee is receiving basic com-*
6 *pen-sation immediately prior to such effective date at a*
7 *rate in excess of the maximum rate for his grade, he shall*
8 *receive his existing rate of basic compensation increased*
9 *by the amount of increase made by this section in the*
10 *maximum rate for his grade.*

11 *Sec. 4. Section 4107 (a) and (b) (1) of title 38, United*
12 *States Code, relating to grades and pay scales for certain*
13 *positions within the Department of Medicine and Surgery of*
14 *the Veterans' Administration, is amended to read as follows:*

15 **“§ 4107. Grades and pay scales**

16 **“(a) The per annum full-pay scale or ranges for posi-**
17 **tions provided in section 4103 of this title, other than Chief**
18 **Medical Director, Deputy Chief Medical Director, and Asso-**
19 **ciate Deputy Chief Medical Director, shall be as follows:**

20 **“Section 4103 Schedule**

21 **“Assistant Chief Medical Director, \$33,495.**

22 **“Medical Director, \$28,976 minimum to \$32,840 maxi-**
23 **imum.**

24 **“Director of Nursing Service, \$21,805 minimum to**
25 **\$28,348 maximum.**

1 *"Director of Chaplain Service, \$21,805 minimum to*
2 *\$28,348 maximum.*

3 *"Chief Pharmacist, \$21,805 minimum to \$28,348 maxi-*
4 *mum.*

5 *"Chief Dietitian, \$21,805 minimum to \$28,348 maxi-*
6 *mum.*

7 *"(b) (1) The grades and per annum full-pay ranges for*
8 *positions provided in paragraph (1) of section 4104 of this*
9 *title shall be as follows:*

10 *"Physician and Dentist Schedule*

11 *"Director grade, \$25,044 minimum to \$31,724 maxi-*
12 *mum.*

13 *"Executive grade, \$23,273 minimum to \$30,257 maxi-*
14 *mum.*

15 *"Chief grade, \$21,805 minimum to \$28,348 maximum.*

16 *"Senior grade, \$18,903 minimum to \$24,573 maximum.*

17 *"Intermediate grade, \$16,127 minimum to \$20,969*
18 *maximum.*

19 *"Full grade, \$13,789 minimum to \$17,929 maximum.*

20 *"Associate grade, \$11,568 minimum to \$15,042 maxi-*
21 *mum.*

22 *"Nurse Schedule*

23 *"Assistant Director grade, \$18,903 minimum to \$24,573*
24 *maximum.*

25 *"Chief grade, \$16,127 minimum to \$20,969 maximum.*

1 "Senior grade, \$13,789 minimum to \$17,929 maximum.

2 "Intermediate grade, \$11,568 minimum to \$15,042
3 maximum.

4 "Full grade, \$9,694 minimum to \$12,601 maximum.

5 "Associate grade, \$8,358 minimum to \$10,869 maxi-
6 mum.

7 "Junior grade, \$7,155 minimum to \$9,306 maximum."

8 SEC. 5. (a) The fourth sentence of section 412 of the
9 Foreign Service Act of 1946 (22 U.S.C. 867) is amended
10 to read as follows: "The per annum salaries of Foreign Ser-
11 vice officers within each of the other classes shall be as follows:

Class 1	\$31,705	\$28,768	\$33,495	\$27,354	\$28,183	\$29,012	\$29,841
Class 2	24,867	23,096	26,526	22,109	22,779	23,449	24,119
Class 3	30,089	20,709	21,439	17,741	18,479	19,217	20,055
Class 4	16,127	16,685	17,203	14,556	14,997	15,438	15,879
Class 5	15,235	13,974	14,116	12,080	12,584	13,088	13,592
Class 6	10,928	11,292	11,656	10,199	10,608	11,017	11,426
Class 7	9,272	9,581	9,890	8,740	9,006	9,272	9,538
Class 8	7,945	8,210	8,475				

12 (b) The second sentence of subsection (a) of section 415
13 of such Act (22 U.S.C. 870(a)) is amended to read as fol-
14 lows: "The per annum salaries of such staff officers and em-
15 ployees within each class shall be as follows:

Class 1	\$20,089	\$20,769	\$21,439	\$22,109	\$22,779	\$23,449	\$24,119	\$24,789	\$25,459	\$26,129
Class 2	16,127	16,685	17,203	17,741	18,279	18,817	19,355	19,893	20,431	20,969
Class 3	13,253	13,674	14,116	14,556	14,997	15,438	15,879	16,320	16,761	17,202
Class 4	10,928	11,292	11,656	12,020	12,384	12,748	13,112	13,476	13,840	14,204
Class 5	9,897	10,227	10,557	10,887	11,217	11,547	11,877	12,207	12,537	12,867
Class 6	8,879	9,178	9,478	9,764	10,060	10,356	10,652	10,948	11,244	11,540
Class 7	7,968	8,227	8,486	8,757	9,028	9,287	9,546	9,817	10,082	10,347
Class 8	7,140	7,378	7,616	7,854	8,098	8,330	8,568	8,804	9,044	9,282
Class 9	6,405	6,618	6,831	7,044	7,257	7,470	7,683	7,896	8,109	8,322
Class 10	5,744	5,935	6,126	6,317	6,508	6,699	6,890	7,081	7,272	7,463

16 (c) Foreign Service officers, Reserve officers, and For-
17 eign Service staff officers and employees who are entitled to

1 receive basic compensation immediately prior to the effective
2 date of this section at one of the rates provided by section
3 412 or 415 of such Act shall receive basic compensation, on
4 and after such effective date, at the rate of their class deter-
5 mined to be appropriate by the Secretary of State.

6 SEC. 6. The rates of pay of persons employed by the
7 county committees established pursuant to section 8(b) of
8 the Soil Conservation and Domestic Allotment Act (16
9 U.S.C. 590h(b)) shall be increased by amounts equal, as
10 nearly as may be practicable, to the increases provided by
11 section 2(a) of this Act for corresponding rates of basic pay.

12 SEC. 7. (a) The rates of basic pay of assistant United
13 States attorneys whose annual salaries are fixed pursuant
14 to section 548 of title 28, United States Code, shall be in-
15 creased by amounts equal, as nearly as may be practicable,
16 to the increases provided by section 2(a) of this Act for
17 corresponding rates of basic pay.

18 (b) Notwithstanding section 3679 of the Revised
19 Statutes, as amended (31 U.S.C. 665), the rates of pay
20 of officers and employees of the Federal Government and
21 of the municipal government of the District of Columbia
22 whose rates of pay are fixed by administrative action pur-
23 suant to law and are not otherwise increased by this Act
24 are hereby authorized to be increased, effective on the ef-
25 fective date of section 2 of this Act, by amounts not to

1 *exceed the increases provided by this Act for correspond-*
2 *ing rates of pay in the appropriate schedule or scale of pay.*

3 *(c) Nothing contained in this section shall be held or*
4 *considered to authorize any increase in the rates of pay of*
5 *officers and employees whose rates of pay are fixed and*
6 *adjusted from time to time as nearly as is consistent with*
7 *the public interest in accordance with prevailing rates or*
8 *practices.*

9 *(d) Nothing contained in this section shall affect the*
10 *authority contained in any law pursuant to which rates of*
11 *pay may be fixed by administrative action.*

12 *SEC. 8. (a) The rates of basic compensation of offi-*
13 *cers and employees in or under the judicial branch of the*
14 *Government whose rates of compensation are fixed by or*
15 *pursuant to paragraph (2) of subdivision a of section 62 of*
16 *the Bankruptcy Act (11 U.S.C. 102(a)(2)), section 3656*
17 *of title 18, United States Code, the third sentence of section*
18 *603, section 625(c), sections 671 through 675, and section*
19 *604(a)(5) of title 28, United States Code, insofar as the*
20 *latter section applies to graded positions, are hereby increased*
21 *by amount reflecting the respective applicable increases pro-*
22 *vided by section 2(a) of this Act in corresponding rates of*
23 *compensation for officers and employees subject to section 5332*
24 *of title 5, United States Code. The rates of basic compensa-*
25 *tion of officers and employees holding ungraded positions and*

1 *whose salaries are fixed pursuant to such section 604(a)(5)*
2 *may be increased by the amounts reflecting the respective*
3 *applicable increases provided by section 2(a) of this Act*
4 *in corresponding rates of compensation for officers and em-*
5 *ployees subject to section 5332 of title 5, United States Code.*

6 *(b) The limitations provided by applicable law on the*
7 *effective date of this section with respect to the aggregate*
8 *salaries payable to secretaries and law clerks of circuit and*
9 *district judges are hereby increased by amounts which reflect*
10 *the respective applicable increases provided by section 2(a)*
11 *of this Act in corresponding rates of compensation for officers*
12 *and employees subject to section 5332 of title 5, United States*
13 *Code.*

14 *(c) Section 753(e) of title 28, United States Code (re-*
15 *lating to the compensation of court reporters for district*
16 *courts), is amended by striking out the existing salary limita-*
17 *tion contained therein and inserting a new limitation which*
18 *reflects the respective applicable increases provided by section*
19 *2(a) of this Act in corresponding rates of compensation*
20 *for officers and employees subject to section 5332 of title 5,*
21 *United States Code.*

22 *SEC. 9. Section 5302 of title 5, United States Code, is*
23 *amended—*

24 *(1) by striking out the word "and" after the semi-*
25 *colon in paragraph (1);*

1 (2) by striking out paragraph (2) and inserting in
2 *lieu thereof the following new paragraphs:*

3 “(2) appoint 4 representatives of organizations
4 of employees of the Government of the United States,
5 including 2 representatives of organizations of employees
6 in the postal field service of the Post Office Department,
7 to participate directly in all phases of evaluating data
8 relating to pay comparability, and in the preparation
9 and presentation of the report to the President; and

10 “(3) present each year to the Congress a report on
11 the comparison of Federal pay to private enterprise pay,
12 and shall include in his report his recommendations for
13 changes in the rates of pay or changes in salary structure,
14 alignment, or other characteristics of Federal pay as he
15 deems to be in compliance with the provisions of section
16 5301 of this title.”.

17 SEC. 10. (a) In order to carry out the policy set forth in
18 paragraph (2) of section 5301 of title 5, United States Code,
19 the President shall, effective on the first day of the first pay
20 period beginning on or after July 1, 1970, adjust the cur-
21 rent rates of basic pay, basic compensation, or salary which
22 were adjusted by the President under section 212(2) of the
23 Federal Salary Act of 1967 (81 Stat. 634) by amounts
24 equal, as nearly as may be practicable, to—

25 (1) the amounts by which such rates are exceeded

1 *enterprise as determined on the basis of the 1969 annual*
2 *survey conducted by the Bureau of Labor Statistics in*
3 *accordance with the provisions of section 5302 of title*
4 *5, United States Code, as amended by section 9 of this*
5 *Act; or*

6 *(2) 3 percent;*

7 *whichever is greater.*

8 *Adjustments made by the President under this section shall*
9 *have the force and effect of law.*

10 *(b) The rates of pay of personnel subject to sections 210,*
11 *213 (except subsections (d) and (e)), and 214 of the Fed-*
12 *eral Salary Act of 1967, and any minimum or maximum*
13 *rate, limitation, or allowance applicable to any such per-*
14 *sonnel, shall be adjusted, effective on the first day of the first*
15 *pay period beginning on or after July 1, 1970, by amounts*
16 *which are equal, insofar as practicable and with such excep-*
17 *tions as may be necessary to provide for appropriate relation-*
18 *ships between positions to the amounts of the adjustments*
19 *made by the President under subsection (a) of this section,*
20 *by the following authorities—*

21 *(1) the President pro tempore of the Senate, with re-*
22 *spect to the United States Senate;*

23 *(2) the Speaker of the House of Representatives,*
24 *with respect to the United States House of Representa-*
25 *tives;*

1 (3) the Architect of the Capitol, with respect to the
2 Office of the Architect of the Capitol;

3 (4) the Director of the Administrative Office of the
4 United States Courts, with respect to the judicial branch
5 of the Government; and

6 (5) the Secretary of Agriculture, with respect to
7 persons employed by the county committees established
8 pursuant to section 8(b) of the Soil Conservation and
9 Domestic Allotment Act (16 U.S.C. 590h(b)).

10 Such adjustments shall be made in such manner as the ap-
11 propriate authority concerned deems advisable and shall have
12 the force and effect of law.

13 (c) The adjustments made by the President under this
14 section shall have the force and effect of law and shall be
15 printed (1) in the Statutes at Large in the same volume as
16 public laws and (2) in the Federal Register and included in
17 the Code of Federal Regulations.

18 (d) An increase in pay which becomes effective under
19 this section is not an equivalent increase in pay within the
20 meaning of section 5335 of title 5, United States Code, or
21 section 3552 of title 39, United States Code.

22 (e) The rates of basic pay for employees paid under the
23 statutory pay systems referred to in subsection (a) shall be
24 initially adjusted, as of the effective date of the adjustment,
25 under conversion rules prescribed by the President or by such

1 (f) Nothing in this section shall impair any authority
2 pursuant to which rates of pay may be fixed by administrative
3 action.

4 (g) Any officer or employee of the Government receiv-
5 ing pay, compensation, or salary which is equal to, or less
6 than, the salary rate for level V of the Executive Schedule
7 in section 5316 of title 5, United States Code, in effect on
8 the date of enactment of this Act, shall not have his pay,
9 compensation, or salary increased, by reason of the enact-
10 ment of this section, to a rate in excess of the salary rate for
11 such level V.

12 SEC. 11. (a) This section, the first section, and sections 9
13 and 10 of this Act shall become effective upon the date of
14 enactment.

15 (b) Sections 2, 3, 4, 5, 6, 7, and 8 of this Act shall
16 become effective on the first day of the first pay period which
17 begins on or after January 1, 1970.

Amend the title so as to read: An Act to adjust the
salaries of Federal employees, and for other purposes.

Passed the House of Representatives October 14, 1969.

Attest:

W. PAT JENNINGS,

Clerk.

Calendar No. 577
91ST CONGRESS
1ST Session
H. R. 13000
[Report No. 91-582]

AN ACT

To implement the Federal employee pay comparability system, to establish a Federal Employee Salary Commission and a Board of Arbitration, and for other purposes.

OCTOBER 16, 1969

Read twice and referred to the Committee on Post
Office and Civil Service

DECEMBER 8, 1969

Reported with amendments